
Virginia's Audiologist Workforce: 2017

Healthcare Workforce Data Center

January 2018

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

421 Audiologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology & Speech-Language Pathology express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Deputy Director

Laura Jackson, BSHSA
Operations Manager

Christopher Coyle
Research Assistant

The Board of Audiology & Speech-Language Pathology

Chair

A. Tucker Gleason, PhD, CCC-A
Jeffersonton

Vice-Chair

Laura Purcell Verdun, MA, CCC-SLP
Oak Hill

Members

Corliss V. Booker, PhD, APRN, FNP-BC
Chester

Bradley W. Kesser, MD
Charlottesville

Lillian B. Beahm, Au.D., CCC-A
Roanoke

Angela W. Moss, MA, CCC-SLP
Henrico

Kyttra L. Burge
Manassas

Executive Director

Leslie L. Knachel

Contents

Results in Brief.....	2
Summary of Trends	3
Survey Response Rates.....	4
The Workforce.....	5
Demographics.....	6
Background	7
Education	9
Specializations & Credentials.....	10
Current Employment Situation	11
Employment Quality.....	12
2017 Labor Market	13
Work Site Distribution	14
Establishment Type	15
Time Allocation	17
Patient Workload	18
Retirement & Future Plans	19
Full-Time Equivalency Units.....	21
Maps	22
Council on Virginia’s Future Regions	22
Area Health Education Center Regions	23
Workforce Investment Areas	24
Health Services Areas	25
Planning Districts.....	26
Appendix	27
Weights	27

The Audiologist Workforce: At a Glance:

The Workforce

Licensees:	535
Virginia's Workforce:	410
FTEs:	365

Background

Rural Childhood:	26%
HS Degree in VA:	37%
Prof. Degree in VA:	32%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	75%
Satisfied?:	98%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	91%

Education

Au.D.:	67%
Masters:	24%

Job Turnover

Switched Jobs in 2017:	2%
Employed over 2 yrs:	71%

Demographics

Female:	91%
Diversity Index:	20%
Median Age:	46

Finances

Median Income: \$70k-\$80k	
Health Benefits:	52%
Under 40 w/ Ed debt:	61%

Primary Roles

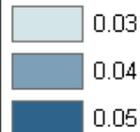
Patient Care:	80%
Administration:	3%
Other:	1%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



421 audiologists voluntarily took part in the 2017 Audiologist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for audiologists. These survey respondents represent 79% of the 535 audiologists who are licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 410 audiologists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an audiologist at some point in the future. In 2017, Virginia's audiologist workforce provided 365 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

91% of all audiologists are female, including 99% of all audiologists under the age of 40. In a random encounter between two audiologists, there is a 20% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's audiologist workforce less diverse than the state's overall population, where there is a 56% chance that two randomly chosen people would be of different races or ethnicities.

26% of all audiologists grew up in a rural area, but only 15% of these professionals currently work in non-Metro areas of the state. Overall, 7% of Virginia's audiologists work in non-Metro areas of the state. Meanwhile, 37% of Virginia's audiologists graduated from high school in Virginia, and 32% earned their initial professional degree in the state. In total, 45% of Virginia's audiologist workforce has some educational background in the state.

67% of all audiologists hold a Doctor of Audiology (Au.D.) as their highest professional degree, while another 24% hold a Master's degree. 30% of audiologists currently carry educational debt, including 61% of those under the age of 40. The median debt burden for those audiologists with educational debt is between \$60,000 and \$70,000.

94% of audiologists are currently employed in the profession, while just 1% are involuntarily unemployed. 75% of Virginia's audiologist workforce hold one full-time position, and another 8% hold two or more positions simultaneously. In addition, 52% work between 40 and 49 hours per week, while just 2% work at least 60 hours per week. 71% of Virginia's audiologist workforce have been at their primary work location for more than two years, while just 2% have switched jobs at some point in the past year.

The typical audiologist earned between \$70,000 and \$80,000 last year. In addition, 82% of audiologists who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 59% who receive health insurance. 98% of all audiologists are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

38% of all audiologists in the state work in Northern Virginia, while another 35% work in either Hampton Roads or Central Virginia. Meanwhile, 79% of audiologists work in the private sector, including 65% who work at a for-profit establishment. 20% of all audiologists in the state are employed in group private practices, while another 19% work at physician offices.

A typical audiologist spends between 70% and 80% of her time treating patients, while most of her remaining time is spent performing administrative tasks. 80% of audiologists serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical audiologist treats between 30 and 40 patients per week at her primary work location.

41% of audiologists expect to retire by the age of 65. Just 5% of the current workforce expect to retire in the next two years, while half of the current workforce expect to retire by 2042. Over the next two years, 8% of Virginia's audiologists plan on increasing patient care activities, and 5% expect to pursue additional education opportunities.

Summary of Trends

In 2012, there were 484 audiologists licensed in the state, and 71% of these licensees responded to the 2012 Audiology Workforce Survey. Five years later, the number of licensed audiologists in the state has increased to 535, and 79% of these licensees completed the 2017 Audiology Workforce Survey. Over the same time period, the percentage of renewing practitioners who responded to the Audiology Workforce Survey increased even more dramatically from 77% to 91%.

There was also an increase in the size of Virginia's audiology workforce. Five years ago, the Healthcare Workforce Data center estimated that 385 audiologists participated in the state's audiology workforce, and these professionals provided a total of 361 FTEs. In 2017, this estimate increased to 410 audiologists. In addition, the 2017 audiology workforce furnished 365 FTEs across the state, which represents a slight increase relative to 2012.

Virginia's audiology workforce has also undergone significant demographic changes over the past five years. In 2012, 85% of all audiologists were female, and this percentage increased to 91% in 2017. In addition, among audiologists who are under the age of 40, the percentage that is female has increased from 93% to 99% since 2012. At the same time, although the median age of Virginia's audiologists remains unchanged at 46 years, the age distribution has shifted. For instance, the percentage of audiologists who are under the age of 40 has fallen from 37% to 32% since 2012, while the percentage that are age 55 or over has increased from 25% to 31%. Finally, the state's audiology workforce has also become less diverse. The diversity index of Virginia's audiology workforce has fallen from 22% in 2012 to 20% in 2017. Among those audiologists who are under the age of 40, the decline has been even more pronounced from 24% to 18%.

There have also been some changes with respect to the background of Virginia's audiology workforce. In 2012, 25% of all audiologists in the state grew up in a rural area. Although this percentage actually increased slightly to 26% in 2017, these professionals were considerably less likely to work in non-metro areas of the state. 20% of all audiologists who grew up in a rural area worked in non-metro areas of Virginia in 2012, but only 15% did so in 2017. In total, the percentage of all audiologists who work in a non-metro area of the state has declined from 8% in 2012 to 7% in 2017.

Concerning education, audiologists today are now considerably more likely to hold a Doctorate of Audiology (Au.D). 58% of all audiologists held an Au.D as their highest professional degree in 2012, but this percentage increased to 67% in 2017. At the same time, the percentage of audiologists who hold a Master's as their highest professional degree fell from 31% to 24%. In addition, the median debt level for those audiologists who hold education debt has risen over the past five years from \$30,000-\$40,000 to \$60,000-\$70,000.

The median annual income of Virginia's audiologist workforce has also increase over the past five years. In 2012, this median income was between \$60,000 and \$70,000 per year. However, audiologists in Virginia now make between \$70,000 and \$80,000 per year. On the other hand, audiologists are also somewhat less likely to receive an employer-sponsored benefit in 2017. Whereas 81% of audiologists received at least one such benefit in 2012, only 76% received at least one additional benefit in 2017.

Regardless, the overall employment experience among Virginia's audiologists seems to be improving. In 2012, 1% of Virginia's audiologists were involuntarily unemployed, and another 1% of audiologists were underemployed. Despite these impressively low levels, they have actually fallen even further since then. Less than 1% of the 2017 audiology workforce was involuntary unemployed at some point during the year, and underemployment among these professionals was nonexistent over the same time period. In addition, the percentage of audiologists who hold one full-time job has increased from 70% in 2012 to 75% in 2017.

Although the percentage of audiologists who work in the for-profit sector has not changed in the past five years, there have been other changes with respect to the work location of these professionals. For instance, 16% of all audiologists worked for a state or local government in 2012, but only 11% do so now. Instead, more audiologists work in the non-profit sector. Whereas 9% of all audiologists worked in the non-profit sector five years ago, this percentage has increased to 15% in 2017.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	448	84%
New Licensees	40	7%
Non-Renewals	47	9%
All Licensees	535	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 91% of renewing audiologists submitted a survey. These represent 79% of audiologists who held a license at some point in 2017.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	25	17	41%
30 to 34	20	49	71%
35 to 39	13	41	76%
40 to 44	12	67	85%
45 to 49	8	56	88%
50 to 54	8	46	85%
55 to 59	10	61	86%
60 and Over	18	84	82%
Total	114	421	79%
New Licenses			
Issued in 2017	31	9	23%
Metro Status			
Non-Metro	8	24	75%
Metro	69	304	82%
Not in Virginia	37	93	72%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Audiologists

Number: 535
 New: 7%
 Not Renewed: 9%

Survey Response Rates

All Licensees: 79%
 Renewing Practitioners: 91%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	421
Response Rate, all licensees	79%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2017.
- 2. Target Population:** All audiologists who held a Virginia license at some point in 2017.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some audiologists newly licensed

At a Glance:

Workforce

2017 Audiologist Workforce: 410
FTEs: 365

Utilization Ratios

Licenses in VA Workforce: 77%
Licenses per FTE: 1.47
Workers per FTE: 1.12

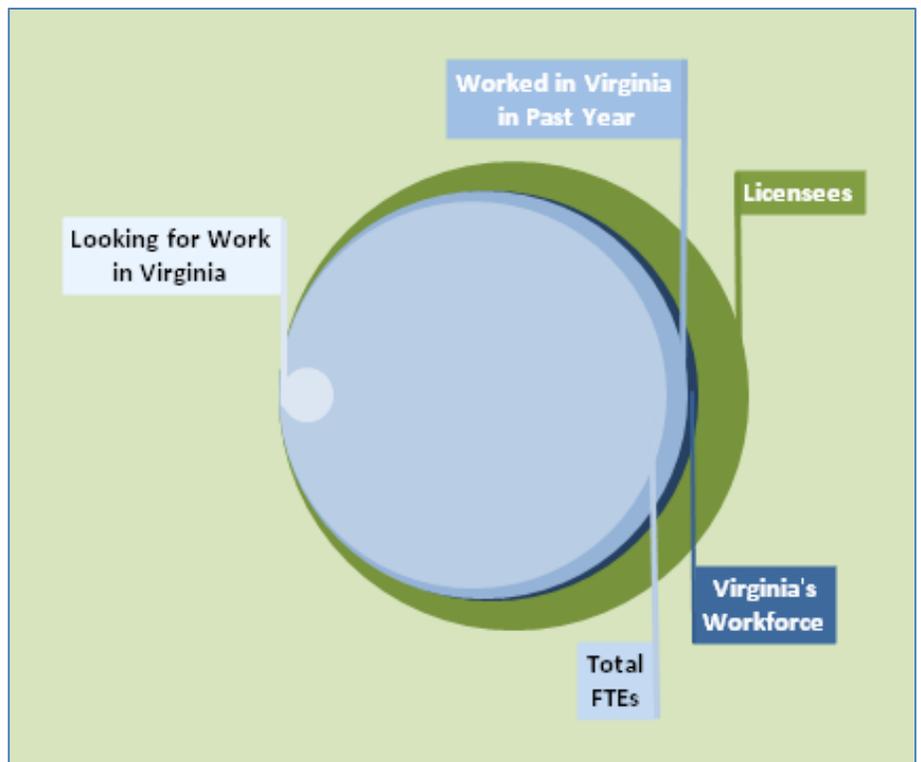
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Audiologist Workforce		
Status	#	%
Worked in Virginia in Past Year	403	98%
Looking for Work in Virginia	7	2%
Virginia's Workforce	410	100%
Total FTEs	365	
Licenses	535	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	0	0%	30	100%	30	9%
30 to 34	2	3%	47	97%	48	14%
35 to 39	0	0%	31	100%	31	9%
40 to 44	4	7%	49	93%	53	15%
45 to 49	2	5%	38	95%	40	12%
50 to 54	7	20%	29	80%	36	10%
55 to 59	9	19%	38	81%	47	14%
60 +	9	16%	50	84%	59	17%
Total	32	10%	311	91%	344	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Audiologists		Audiologists Under 40	
	%	#	%	#	%
White	63%	306	89%	97	91%
Black	19%	9	3%	3	3%
Asian	6%	10	3%	3	3%
Other Race	0%	4	1%	2	2%
Two or more races	3%	4	1%	1	1%
Hispanic	9%	10	3%	1	1%
Total	100%	343	100%	107	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

32% of audiologists are under the age of 40, and 99% of these professionals are female. In addition, audiologists who are under the age of 40 have a diversity index of 18%.

At a Glance:

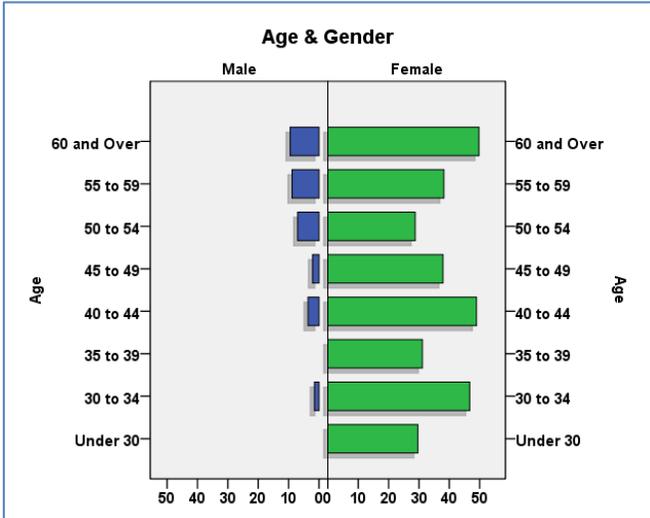
Gender
 % Female: 91%
 % Under 40 Female: 99%

Age
 Median Age: 46
 % Under 40: 32%
 % 55+: 31%

Diversity
 Diversity Index: 20%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two audiologists, there is a 20% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 56%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 7%
 Rural Childhood: 26%

Virginia Background

HS in Virginia: 37%
 Prof. Education in VA: 32%
 HS/Prof. Educ. in VA: 45%

Location Choice

% Rural to Non-Metro: 15%
 % Urban/Suburban to Non-Metro: 4%

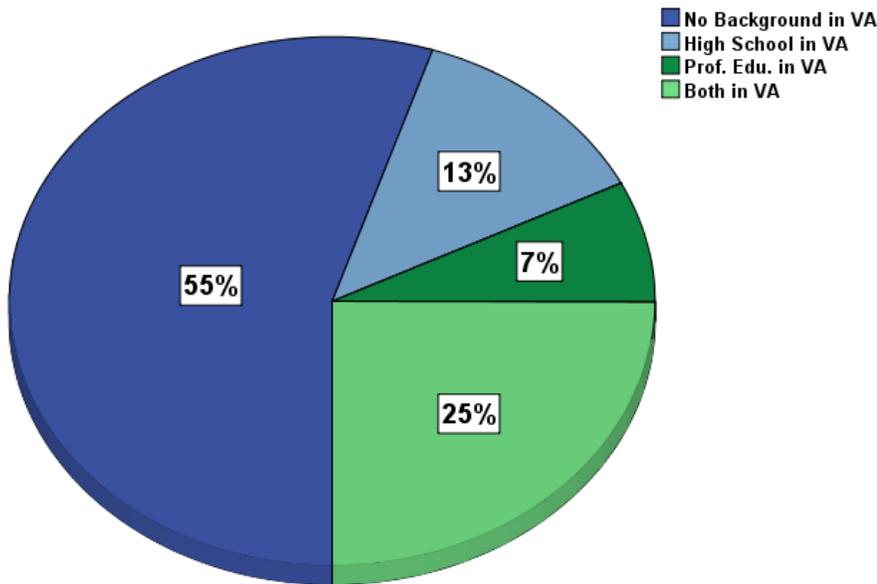
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	71%	8%
2	Metro, 250,000 to 1 million	29%	71%	0%
3	Metro, 250,000 or less	37%	56%	7%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	38%	63%	0%
6	Urban pop, 2,500-19,999, Metro adj	50%	50%	0%
7	Urban pop, 2,500-19,999, nonadj	67%	33%	0%
8	Rural, Metro adj	0%	0%	0%
9	Rural, nonadj	75%	0%	25%
Overall		26%	67%	7%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

26% of audiologists grew up in self-described rural areas, and 15% of these professionals currently work in non-Metro counties. Overall, just 7% of all audiologists currently work in non-Metro counties.

Top Ten States for Audiologist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	126	Virginia	108
2	Maryland	28	Tennessee	27
3	New York	23	Washington, D.C.	24
4	Pennsylvania	19	Pennsylvania	19
5	Outside U.S./Canada	14	Maryland	16
6	Ohio	14	West Virginia	15
7	West Virginia	13	New York	14
8	North Carolina	10	Ohio	14
9	Michigan	9	North Carolina	12
10	Texas	6	Florida	11

Source: Va. Healthcare Workforce Data Center

37% of licensed audiologists received their high school degree in Virginia, and 32% received their initial professional degree in the state.

Among audiologists who received their license in the past five years, 26% received their high school degree in Virginia, while 17% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	23	Virginia	14
2	Maryland	8	Tennessee	9
3	Ohio	7	Pennsylvania	8
4	New York	6	Texas	6
5	North Carolina	5	Florida	5
6	Texas	5	Ohio	5
7	Mississippi	5	West Virginia	4
8	Florida	4	New York	4
9	Pennsylvania	4	Indiana	4
10	New Jersey	4	Maryland	4

Source: Va. Healthcare Workforce Data Center

24% of licensed audiologists did not participate in Virginia's workforce in 2017. 88% of these audiologists worked at some point in the past year, and 85% are currently employed as audiologists.

At a Glance:

Not in VA Workforce

Total:	126
% of Licensees:	24%
Federal/Military:	14%
Va Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	81	24%
Au.D	223	67%
PhD	28	8%
Other Doctorate Degree	4	1%
Total	335	100%

Source: Va. Healthcare Workforce Data Center

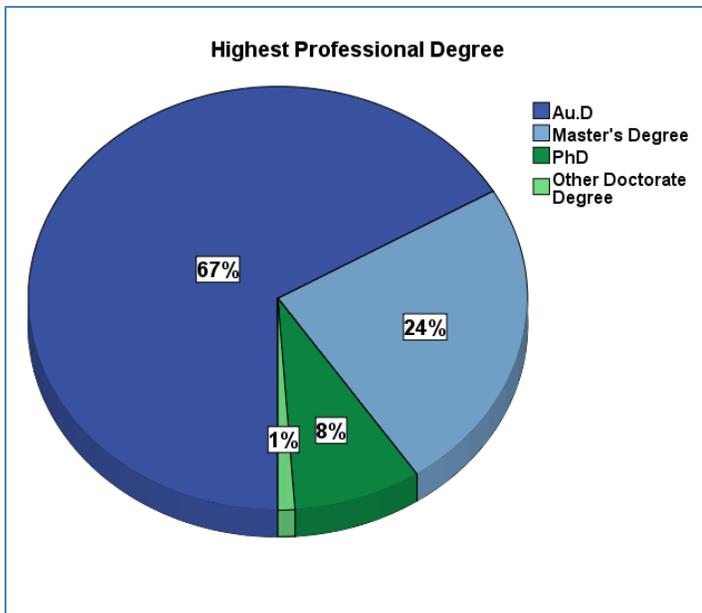
At a Glance:

Education
 Doctor of Audiology: 67%
 Master's Degree: 24%

Educational Debt
 Carry debt: 30%
 Under age 40 w/ debt: 61%
 Median debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

67% of all audiologists hold a Doctorate of Audiology (Au.D) as their highest professional degree.



Source: Va. Healthcare Workforce Data Center

30% of audiologists currently have educational debt, including 61% of those under the age of 40. For those with educational debt, the median outstanding balance on their loans is between \$60,000 and \$70,000.

Educational Debt				
Amount Carried	All Audiologists		Audiologists Under 40	
	#	%	#	%
None	203	70%	36	39%
Less than \$10,000	4	1%	1	1%
\$10,000-\$19,999	8	3%	0	0%
\$20,000-\$29,999	11	4%	6	7%
\$30,000-\$39,999	4	1%	1	1%
\$40,000-\$49,999	7	2%	5	5%
\$50,000-\$59,999	6	2%	6	7%
\$60,000-\$69,999	5	2%	5	5%
\$70,000-\$79,999	5	2%	4	4%
\$80,000-\$89,999	7	2%	5	5%
\$90,000-\$99,999	2	1%	2	2%
\$100,000 or more	26	9%	21	23%
Total	290	100%	92	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Hearing Aids/Devices:	55%
Pediatrics:	27%
Geriatrics:	22%

Top Credentials

CCC-A Audiology:	68%
Hearing Aid Disp. License:	51%
F-AAA Fellow:	37%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	% of Workforce
Hearing Aids/Devices	225	55%
Pediatrics	109	27%
Geriatrics	90	22%
Vestibular	65	16%
Educational	50	12%
Occupational Hearing Conservation	36	9%
Cochlear Implants	35	9%
Intraoperative Monitoring	5	1%
Other	29	7%
At Least One Specialty	281	69%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
CCC-A: Audiology	277	68%
Hearing Aid Dispenser License	208	51%
F-AAA Fellow	153	37%
ABA Certification	21	5%
CCC-SLP: Speech-Language Pathology	7	2%
PASC: Pediatric Audiology	4	1%
Other	8	2%
At Least One Credential	329	80%

Source: Va. Healthcare Workforce Data Center

69% of all audiologists have at least one self-designated specialty, while 80% have at least one credential as well.

At a Glance:

Employment

Employed in Profession: 94%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 75%
2 or More Positions: 8%

Weekly Hours:

40 to 49: 52%
60 or more: 2%
Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	1%
Employed in an audiologist-related capacity	316	94%
Employed, NOT in an audiologist-related capacity	7	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	2	1%
Voluntarily unemployed	4	1%
Retired	5	1%
Total	336	100%

Source: Va. Healthcare Workforce Data Center

94% of Virginia's audiologists are currently employed in the profession. 75% have one full-time job, and 52% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	11	3%
One Part-Time Position	47	14%
Two Part-Time Positions	9	3%
One Full-Time Position	245	75%
One Full-Time Position & One Part-Time Position	13	4%
Two Full-Time Positions	2	1%
More than Two Positions	1	< 1%
Total	328	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	11	3%
1 to 9 hours	7	2%
10 to 19 hours	10	3%
20 to 29 hours	22	7%
30 to 39 hours	67	20%
40 to 49 hours	172	52%
50 to 59 hours	36	11%
60 to 69 hours	4	1%
70 to 79 hours	0	0%
80 or more hours	1	< 1%
Total	330	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	1	1%
Less than \$20,000	4	1%
\$20,000-\$29,999	6	2%
\$30,000-\$39,999	10	4%
\$40,000-\$49,999	12	5%
\$50,000-\$59,999	18	7%
\$60,000-\$69,999	42	16%
\$70,000-\$79,999	43	17%
\$80,000-\$89,999	54	21%
\$90,000-\$99,999	24	9%
\$100,000-\$109,999	15	6%
\$110,000-\$119,999	6	2%
\$120,000 or more	25	10%
Total	257	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	226	70%
Somewhat Satisfied	91	28%
Somewhat Dissatisfied	7	2%
Very Dissatisfied	1	< 1%
Total	325	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	218	69%	75%
Paid Sick Leave	192	61%	63%
Retirement	187	59%	64%
Health Insurance	165	52%	59%
Dental Insurance	130	41%	49%
Group Life Insurance	95	30%	36%
Signing/Retention Bonus	18	6%	8%
At Least One Benefit	240	76%	82%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings
Median Income: \$70k-80k

Benefits
Health Insurance: 52%
Retirement: 59%

Satisfaction
Satisfied: 98%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

The typical audiologist earns between \$70,000 and \$80,000 per year. Among audiologists who receive either an hourly wage or a salary as compensation at their primary work location, 64% have an employer-sponsored retirement plan and 59% receive health

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	1	< 1%
Experience Voluntary Unemployment?	9	2%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	0	0%
Work two or more positions at the same time?	27	7%
Switch employers or practices?	9	2%
Experienced at least one	44	11%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: < 1%
 Underemployed: 0%

Turnover & Tenure
 Switched: 2%
 New Location: 10%
 Over 2 years: 71%
 Over 2 yrs, 2nd location: 60%

Employment Type
 Salary/Commission: 64%
 Hourly Wage: 19%

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia’s audiologists were involuntary unemployed at some point in 2017. For comparison, Virginia’s average monthly unemployment rate was 3.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	5	2%	1	2%
Less than 6 Months	4	1%	4	6%
6 Months to 1 Year	17	5%	5	8%
1 to 2 Years	66	21%	15	23%
3 to 5 Years	57	18%	15	23%
6 to 10 Years	64	20%	8	12%
More than 10 Years	102	32%	16	25%
Subtotal	315	100%	65	100%
Did not have location	9		342	
Item Missing	86		3	
Total	410		410	

Source: Va. Healthcare Workforce Data Center

64% of audiologists receive a salary or commission at their primary work location, while 19% receive an hourly wage.

71% of audiologists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/Commission	164	64%
Hourly Wage	49	19%
Business/Practice Income	42	16%
By Contract/Per Diem	2	1%
Unpaid	0	0%
Subtotal	258	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.2% in January to 3.4% in December. At the time of publication, results from December were still preliminary.

At a Glance:

Concentration

Top Region:	38%
Top 3 Regions:	72%
Lowest Region:	2%

Locations

2 or more (2017):	21%
2 or more (Now*):	20%

Source: Va. Healthcare Workforce Data Center

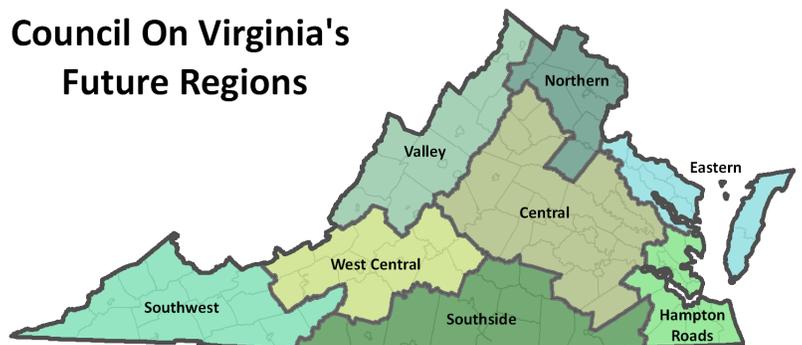
38% of audiologists work in Northern Virginia, the most of any region in the state. In addition, another 18% of audiologists work in Hampton Roads, while 17% work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region ²	Primary Location		Secondary Location	
	#	%	#	%
Central	55	17%	6	9%
Eastern	5	2%	0	0%
Hampton Roads	56	18%	17	25%
Northern	120	38%	25	37%
Southside	10	3%	1	1%
Southwest	17	5%	5	7%
Valley	18	6%	3	4%
West Central	32	10%	5	7%
Virginia Border State/DC	5	2%	5	7%
Other US State	1	< 1%	0	0%
Outside of the US	0	0%	0	0%
Total	319	100%	67	100%
Item Missing	83		1	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Locations	Number of Work Locations			
	Work Locations in 2017		Work Locations Now*	
	#	%	#	%
0	7	2%	11	3%
1	247	77%	248	77%
2	44	14%	41	13%
3	16	5%	17	5%
4	7	2%	5	1%
5	0	0%	0	0%
6 or More	1	0%	1	0%
Total	323	100%	323	100%

*At the time of survey completion, December 2017. Source: Va. Healthcare Workforce Data Center

20% of audiologists currently have multiple work locations, while 21% have also had multiple work locations in 2017.

² These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	192	65%	51	78%
Non-Profit	44	15%	6	9%
State/Local Government	33	11%	2	3%
Veterans Administration	16	5%	3	5%
U.S. Military	11	4%	0	0%
Other Federal Gov't	1	< 1%	3	5%
Total	297	100%	65	100%
Did not have location	9		342	
Item Missing	104		4	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

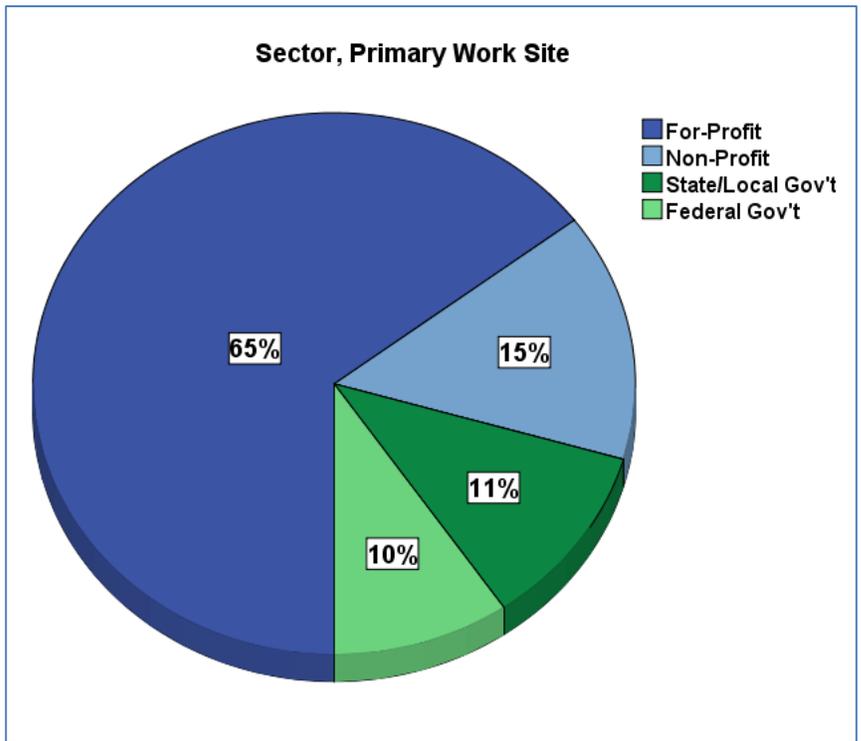
For Profit:	65%
Federal:	9%

Top Establishments

Private Practice (Group):	20%
Physician's Office:	19%
Hospital (Outpatient):	17%

Source: Va. Healthcare Workforce Data Center

79% of audiologists work in the private sector, including 65% who work at for-profit establishments. Another 9% of Virginia's audiologists work for the federal government.

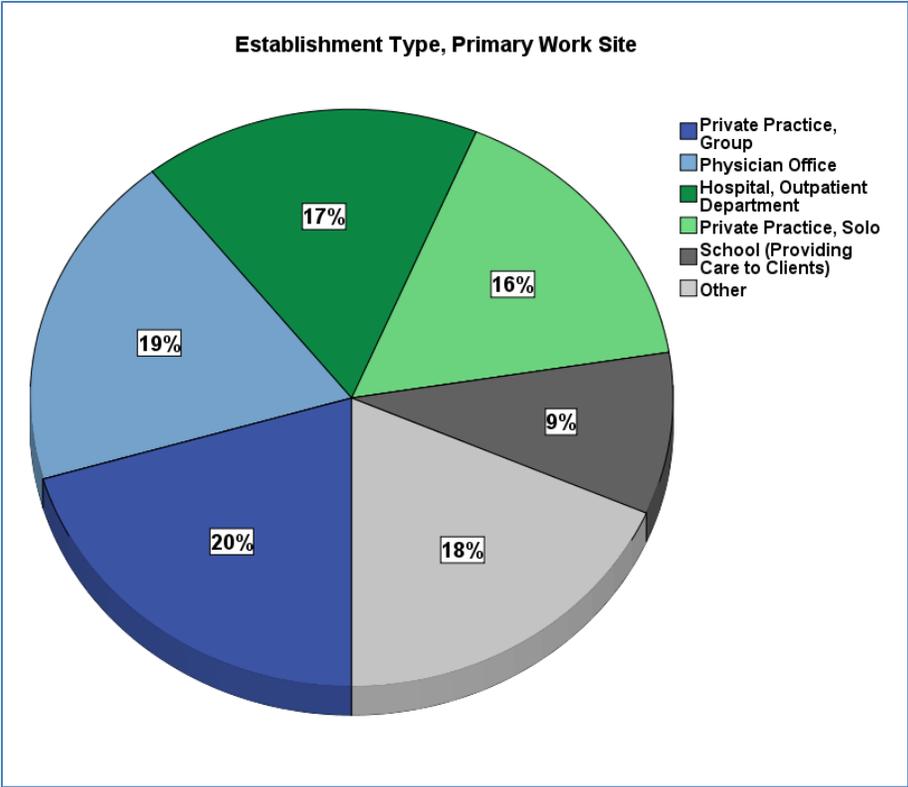


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	59	20%	14	23%
Physician Office	54	19%	18	30%
Hospital, Outpatient Department	49	17%	8	13%
Private Practice, Solo	46	16%	8	13%
School (Providing Care to Clients)	26	9%	1	2%
Community-Based Clinic or Health Center	13	5%	6	10%
Administrative/Business Organization	9	3%	1	2%
Academic Institution (Teaching Health Professions Students or Research)	8	3%	2	3%
Hospital, Inpatient Department	4	1%	1	2%
Outpatient Surgical Center	2	1%	0	0%
Rehabilitation Facility	1	< 1%	0	0%
Other	17	6%	2	3%
Total	288	100%	61	100%
Did Not Have a Location	9		342	

20% of all audiologists in the state work in group private practices. Another 19% work in physician offices.

Source: Va. Healthcare Workforce Data Center



Among those audiologists who also have a secondary work location, 30% work in physician offices, while 23% work in group private practices.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 70%-79%
Administration: 10%-19%

Roles

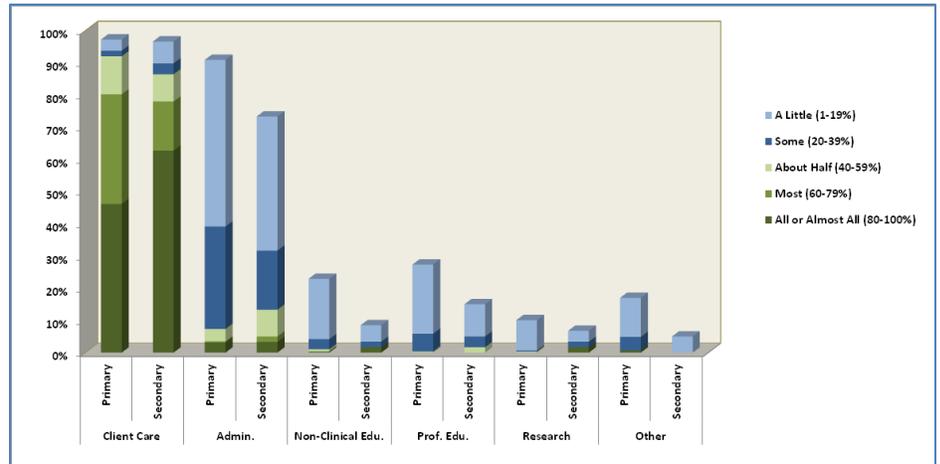
Patient Care: 80%
Administration: 3%
Other: 1%

Patient Care Audiologists

Median Admin Time: 10%-19%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical audiologist spends most of her time in client care activities. 80% of audiologists fill a client care role, defined as spending at least 60% of their time in that activity.

Time Allocation												
Time Spent	Client Care		Admin.		Non-Clinical Education		Professional Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	46%	62%	3%	3%	0%	2%	0%	0%	0%	2%	1%	0%
Most (60-79%)	34%	15%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	12%	8%	4%	8%	1%	0%	0%	2%	0%	0%	0%	0%
Some (20-39%)	2%	3%	32%	18%	3%	2%	6%	3%	0%	2%	4%	0%
A Little (1-20%)	3%	7%	51%	42%	19%	5%	22%	10%	9%	3%	12%	5%
None (0%)	3%	3%	9%	27%	77%	90%	73%	85%	90%	92%	83%	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Weekly Session Totals

(Median)

Primary Location: 30-39

Secondary Location: 10-19

Total: 30-39

% with Group Sessions

Primary Location: 8%

Secondary Location: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total ³	
	#	%	#	%	#	%
None	15	5%	9	14%	12	4%
1-9	23	8%	20	31%	20	7%
10-19	43	14%	21	32%	32	11%
20-29	52	17%	8	12%	50	17%
30-39	67	22%	6	9%	65	22%
40-49	41	14%	0	0%	49	16%
50-59	29	10%	0	0%	28	9%
60-69	4	1%	0	0%	9	3%
70-79	6	2%	1	2%	12	4%
80 or more	20	7%	0	0%	24	8%
Total	300	100%	65	100%	301	100%

Source: Va. Healthcare Workforce Data Center

The typical audiologist has between 30 and 39 client sessions per week at her primary work location. In addition, audiologists who also have a secondary work location conduct an additional 10 to 19 client sessions per week.

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	14	5%	270	91%	7	11%	62	98%
1-9	27	9%	21	7%	21	34%	0	0%
10-19	50	17%	0	0%	21	34%	0	0%
20-29	52	17%	2	1%	8	13%	0	0%
30-39	65	22%	1	< 1%	6	10%	1	2%
40-49	42	14%	0	0%	0	0%	0	0%
50-59	29	10%	0	0%	0	0%	0	0%
60-69	4	1%	1	< 1%	0	0%	0	0%
70-79	4	1%	0	0%	0	0%	0	0%
80 or more	14	5%	0	0%	0	0%	0	0%
Total	300	100%	296	100%	62	100%	63	100%

Source: Va. Healthcare Workforce Data Center

³ This column estimates the total number of client sessions across both primary and secondary work locations.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	5	2%	-	-
50 to 54	8	3%	1	1%
55 to 59	28	10%	3	3%
60 to 64	73	26%	25	23%
65 to 69	107	39%	43	39%
70 to 74	30	11%	22	20%
75 to 79	8	3%	5	5%
80 or over	4	1%	1	1%
I do not intend to retire	15	5%	11	10%
Total	277	100%	111	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Audiologists

Under 65: 41%

Under 60: 15%

Audiologists 50 and over

Under 65: 26%

Under 60: 4%

Time until Retirement

Within 2 years: 5%

Within 10 years: 23%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

41% of all audiologists expect to retire by the age of 65, including 26% of those who are already age 50 or over. Another 21% of all audiologists do not expect to retire until at least age 70.

Within the next two years, 8% of audiologists expect to increase their client care hours. In addition, 5% of audiologists also plan to pursue additional educational opportunities.

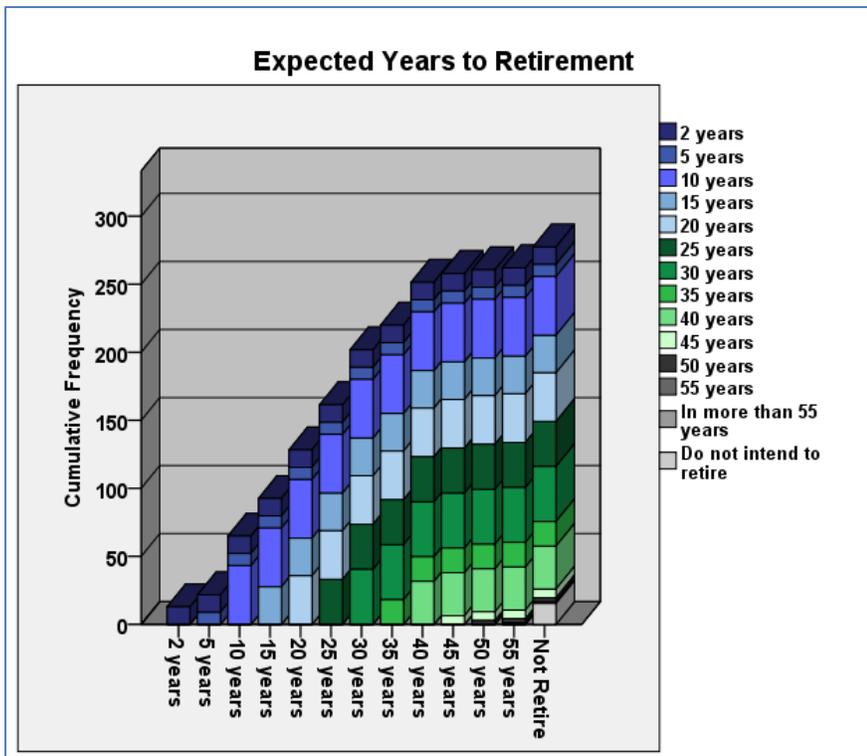
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	6	1%
Leave Virginia	9	2%
Decrease Client Care Hours	17	4%
Decrease Teaching Hours	3	1%
Increase Participation		
Increase Client Care Hours	31	8%
Increase Teaching Hours	10	2%
Pursue Additional Education	19	5%
Return to Virginia's Workforce	2	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for audiologists. Only 5% of audiologists plan on retiring in the next two years, while 23% plan on retiring in the next ten years. Half of the current audiologist workforce expects to be retired by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	13	5%	5%
5 years	9	3%	8%
10 years	43	16%	23%
15 years	28	10%	34%
20 years	36	13%	47%
25 years	33	12%	58%
30 years	40	14%	73%
35 years	18	6%	79%
40 years	32	12%	91%
45 years	6	2%	93%
50 years	3	1%	94%
55 years	1	0%	95%
In more than 55 years	0	0%	95%
Do not intend to retire	15	5%	100%
Total	277	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2027. Retirements will peak at 16% of the current workforce at the same time before declining to under 10% of the current workforce again around 2062.

At a Glance:

FTEs

Total: 365
 FTEs/1,000 Residents: 0.044
 Average: 0.91

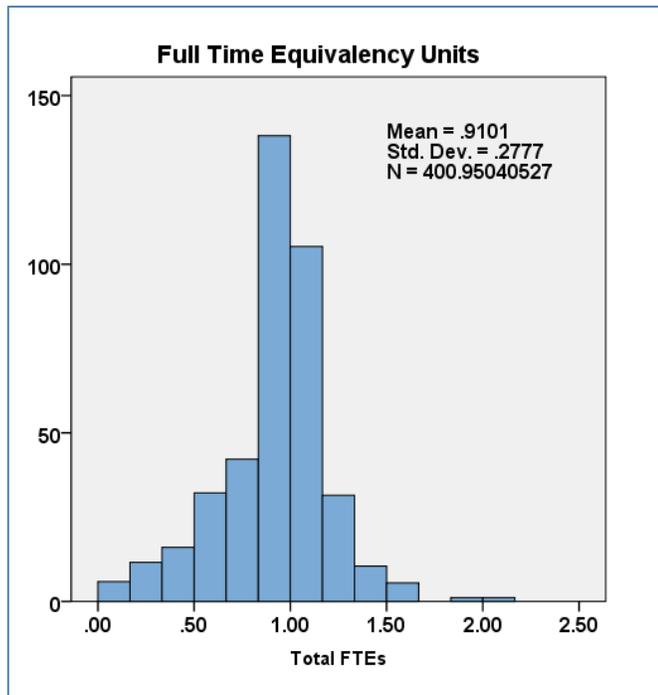
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Medium

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

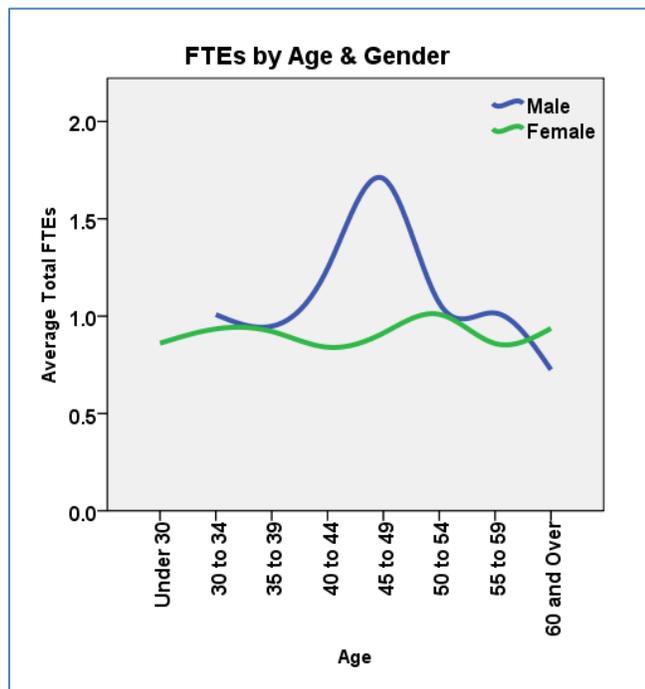


Source: Va. Healthcare Workforce Data Center

The typical audiologist provided 0.91 FTEs in 2017, or about 36 hours per week for 50 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.⁴

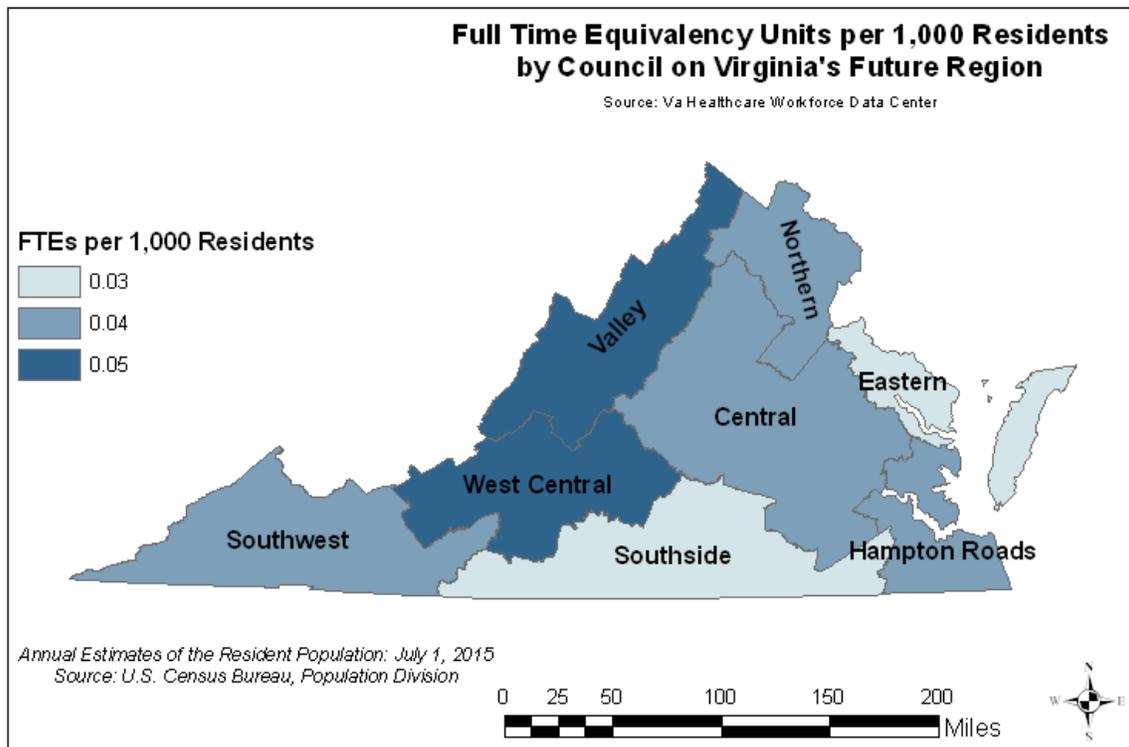
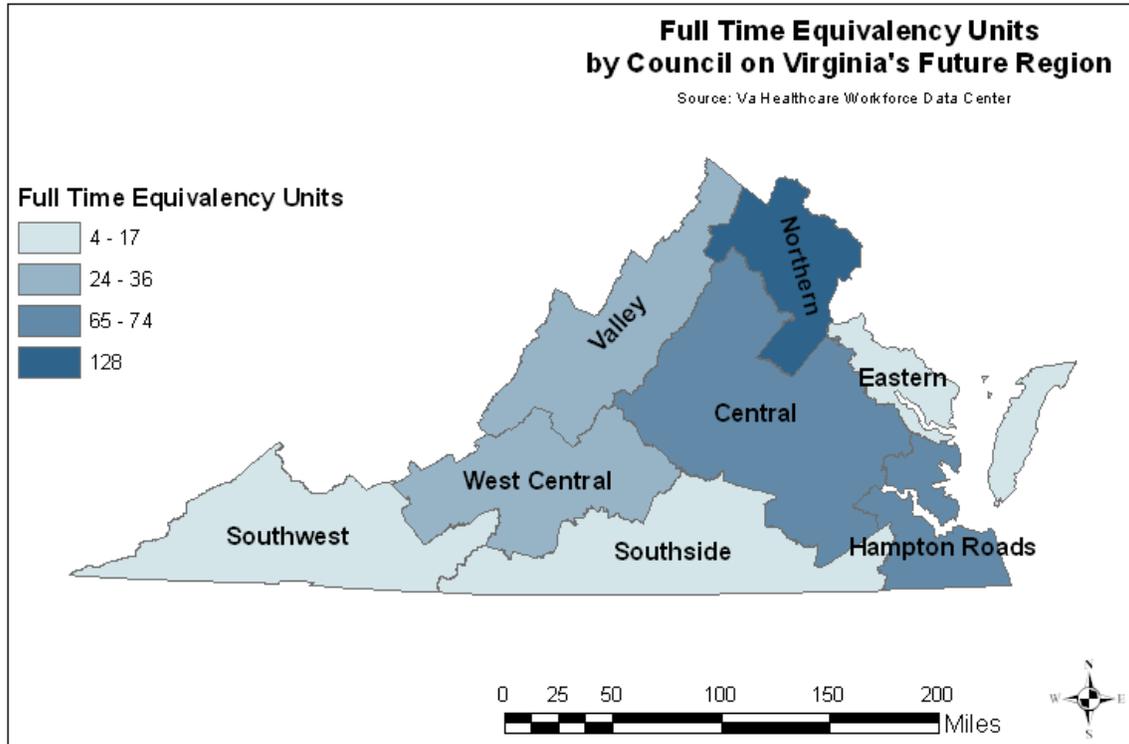
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.86	0.91
30 to 34	0.93	0.94
35 to 39	0.97	1.03
40 to 44	0.88	0.87
45 to 49	0.94	0.89
50 to 54	0.99	1.03
55 to 59	0.89	0.87
60 and Over	0.87	0.93
Gender		
Male	1.01	1.05
Female	0.91	0.94

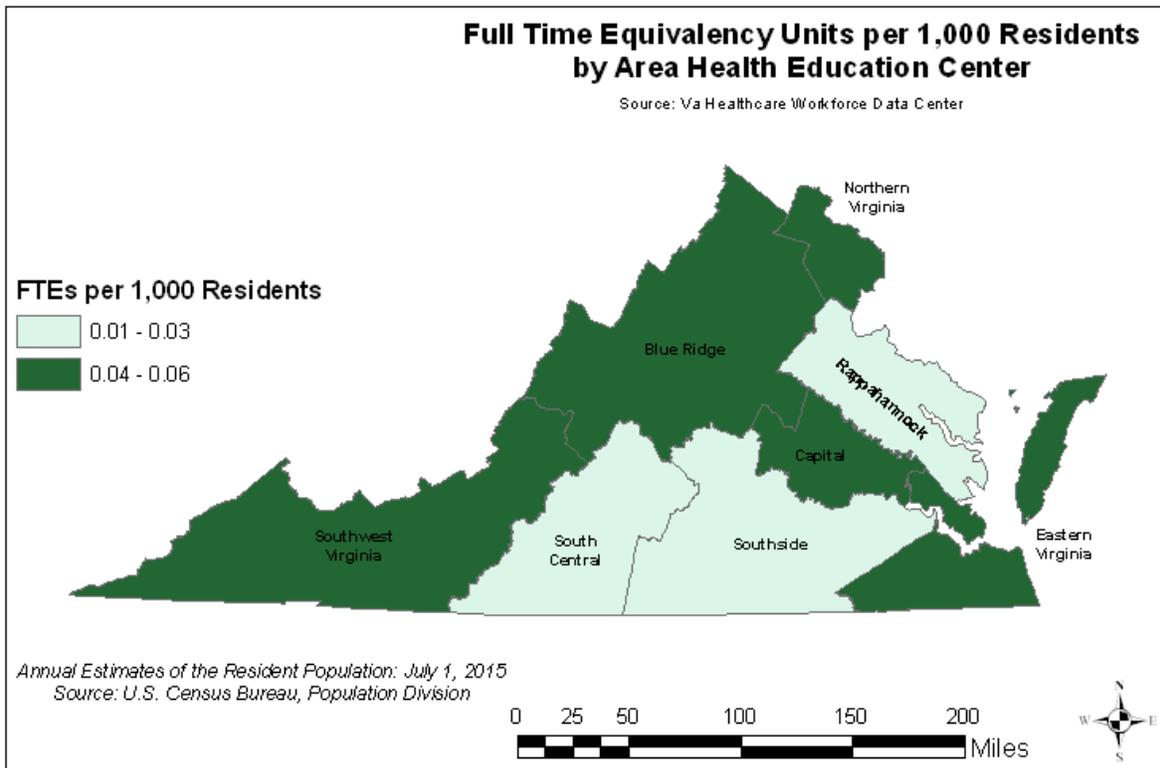
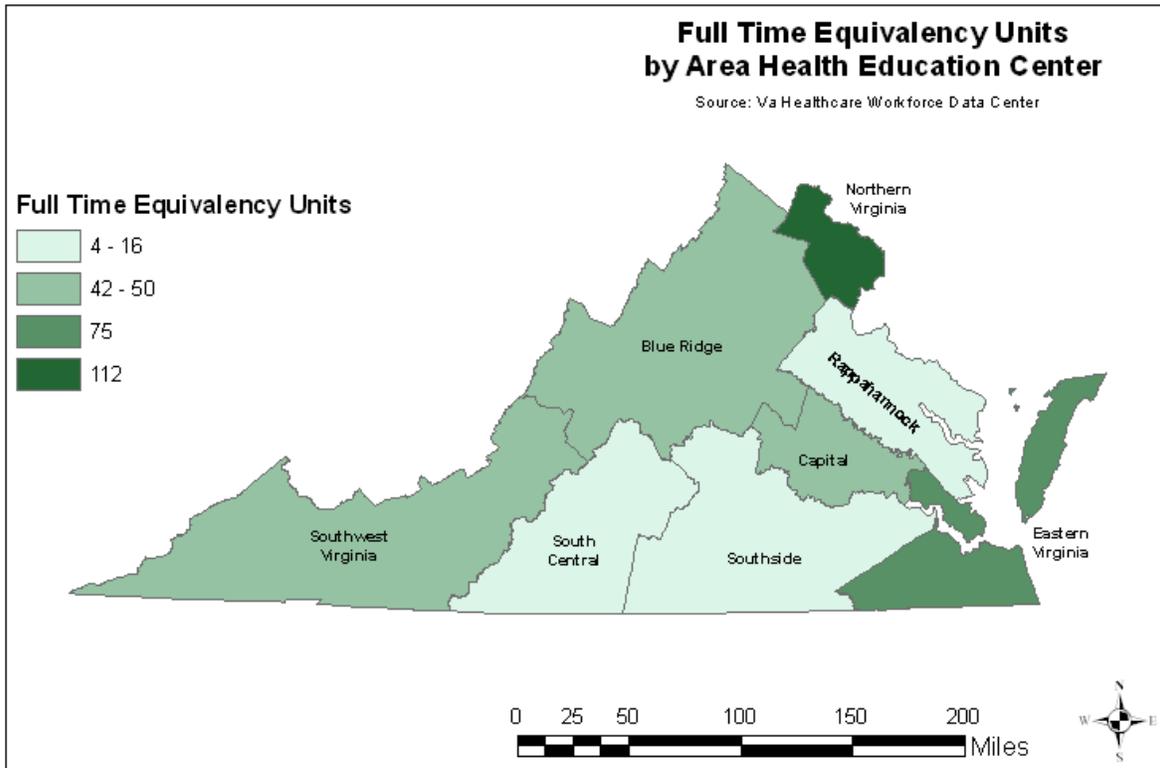
Source: Va. Healthcare Workforce Data Center

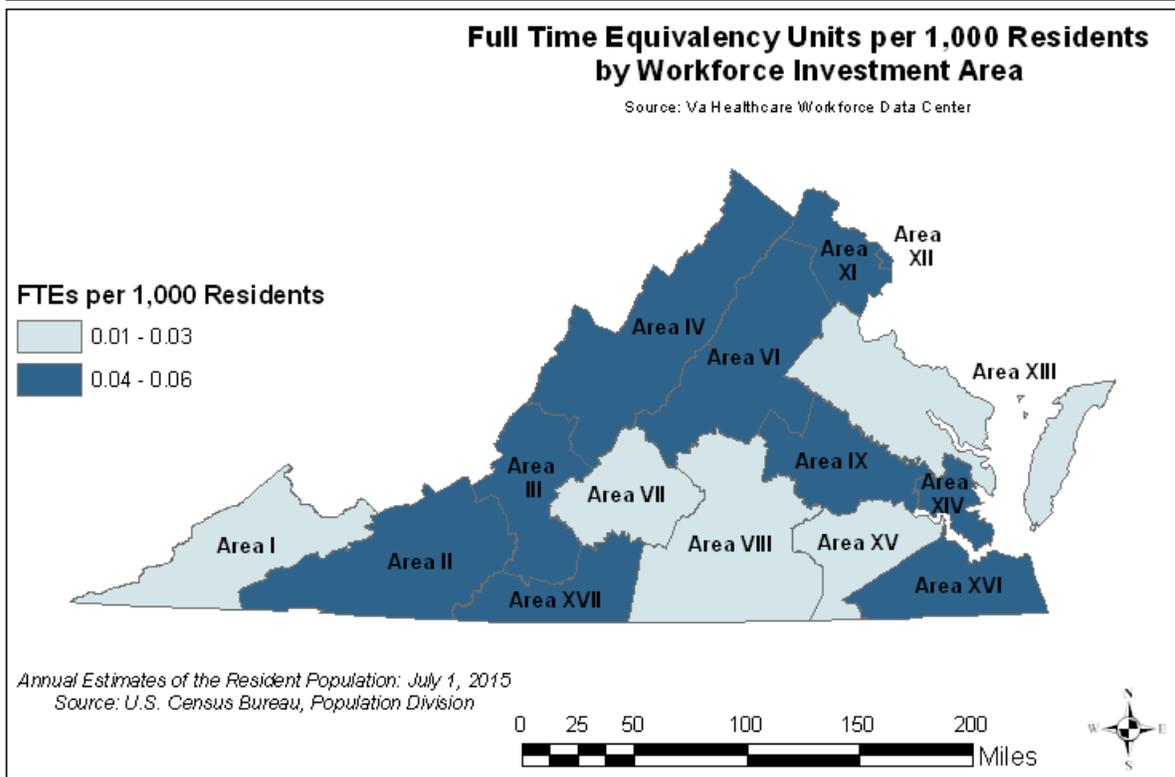
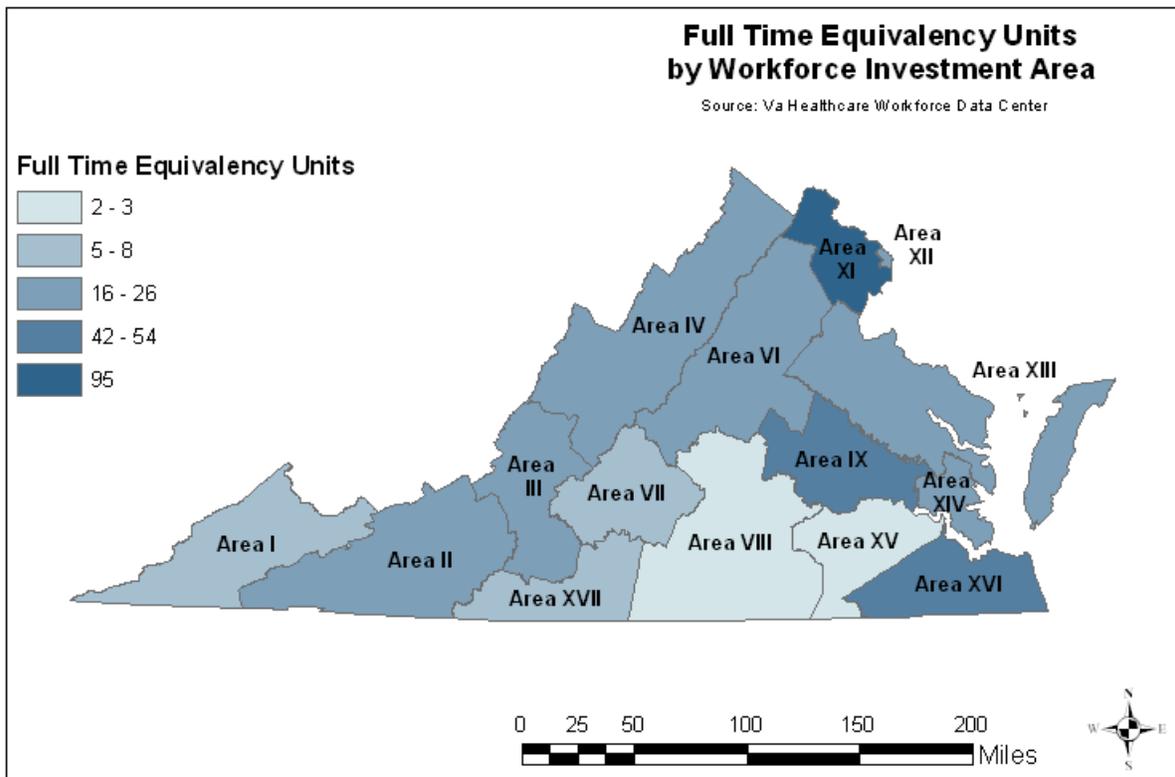


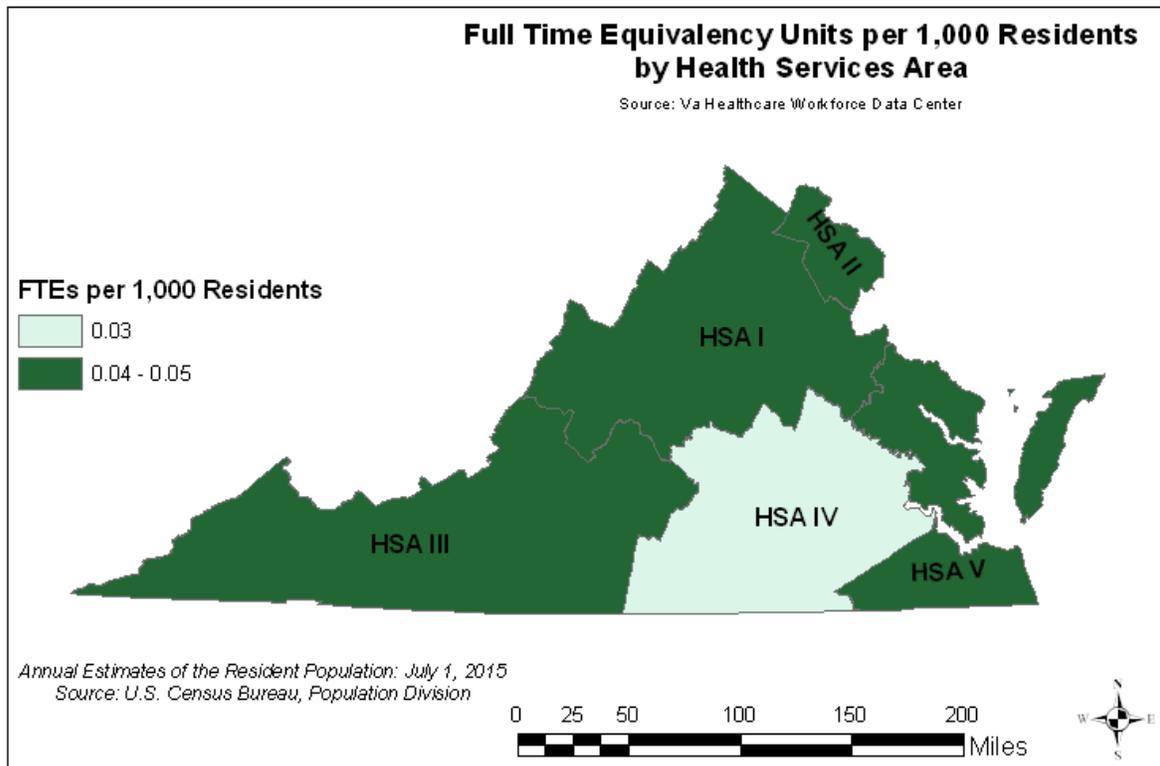
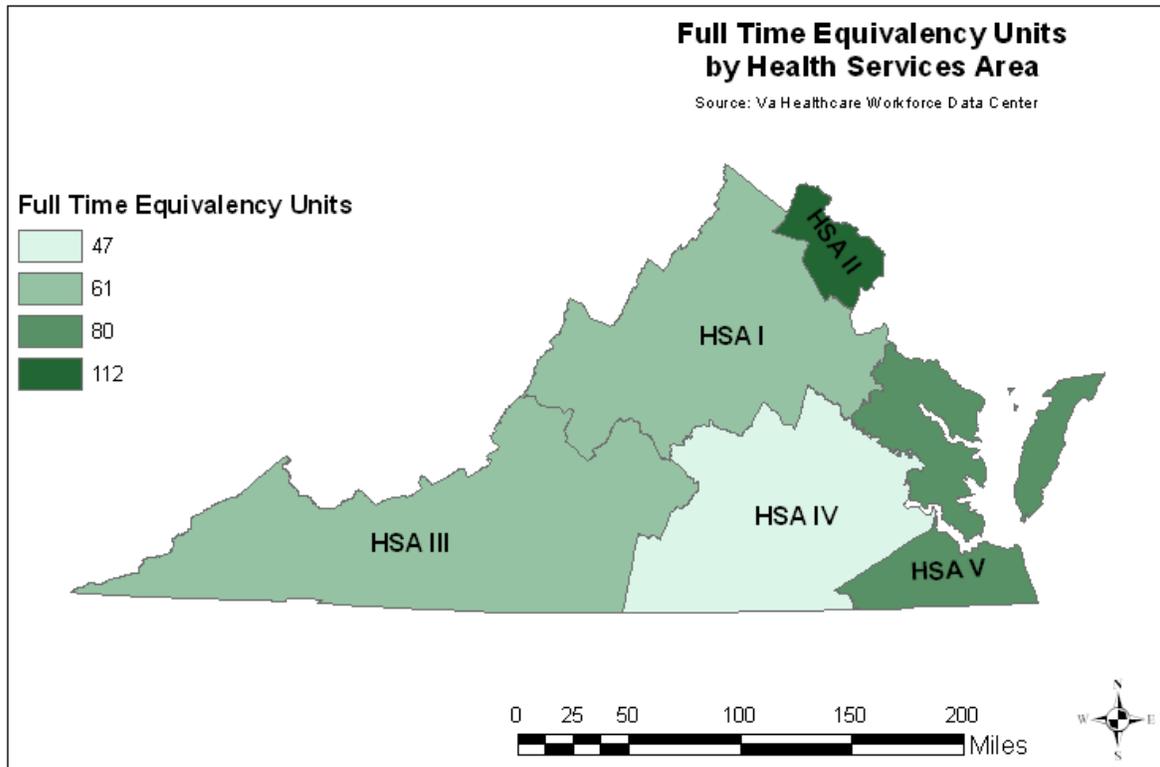
Source: Va. Healthcare Workforce Data Center

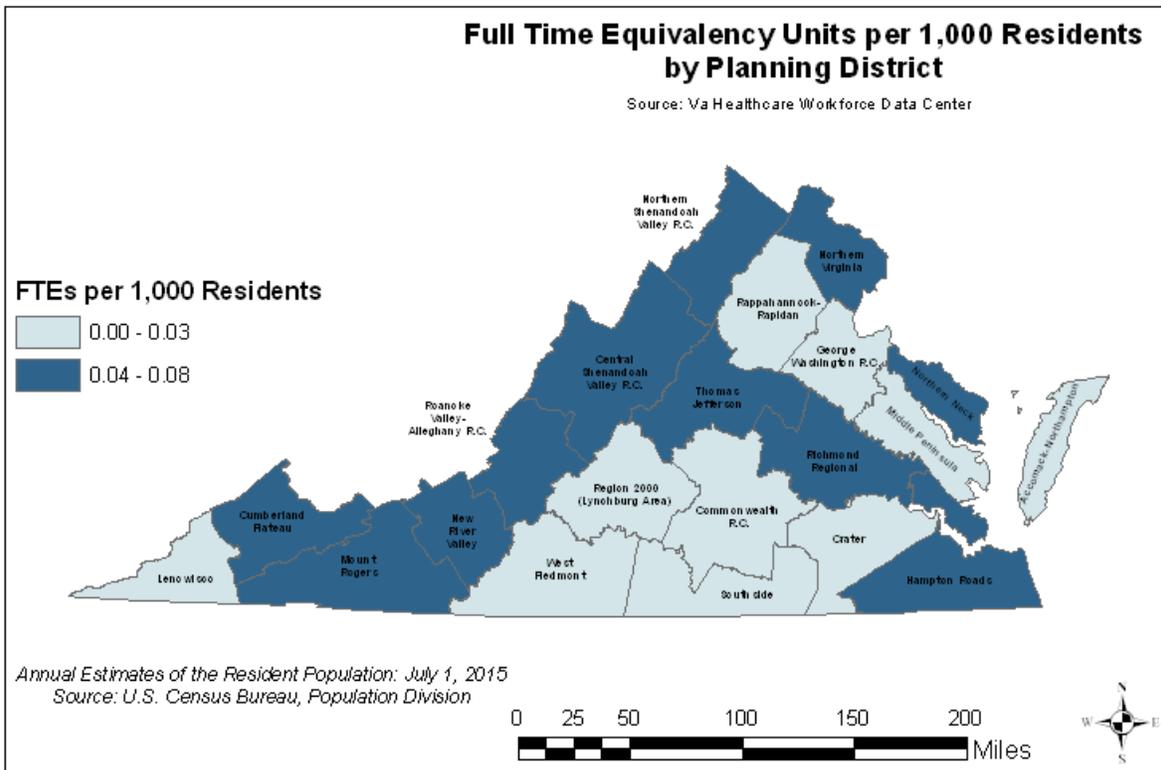
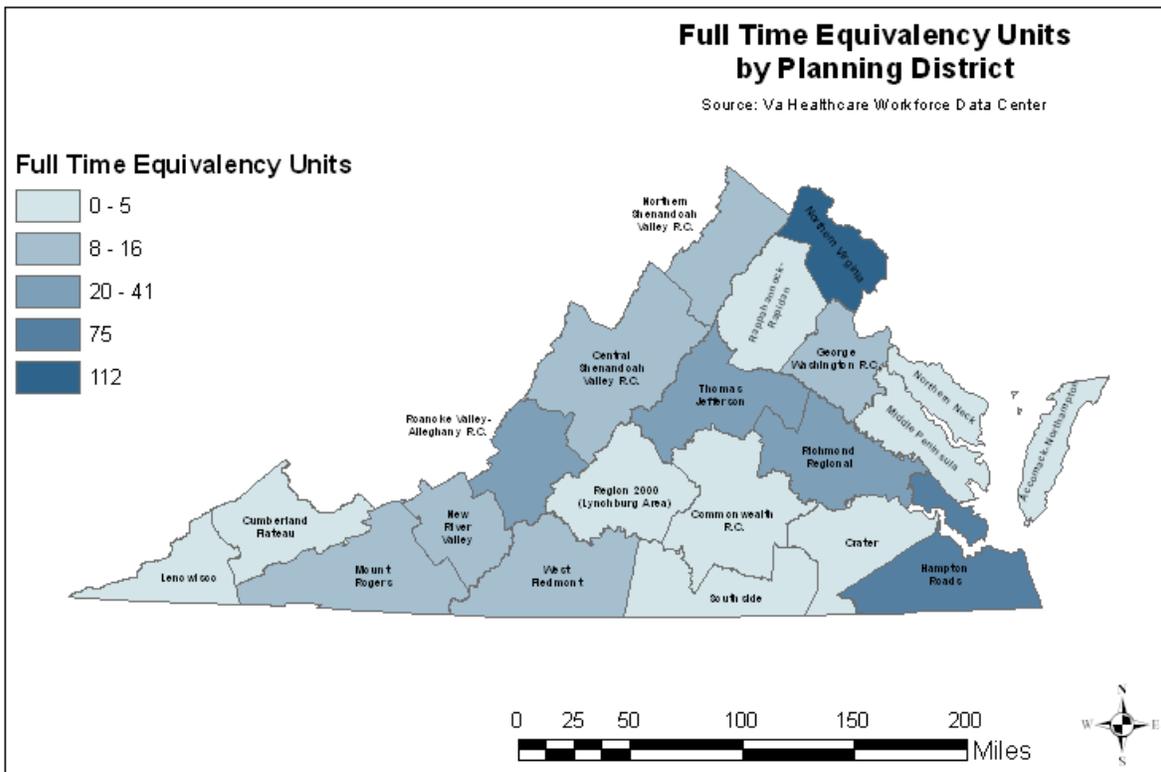
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	276	80.07%	1.248869	1.12315	2.42798
Metro, 250,000 to 1 million	37	75.68%	1.321429	1.1884	2.56905
Metro, 250,000 or less	60	91.67%	1.090909	0.98109	1.20884
Urban pop 20,000+, Metro adj	8	37.50%	2.666667	2.46339	2.7638
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	10	90.00%	1.111111	1.01769	1.06171
Urban pop, 2,500-19,999, nonadj	8	87.50%	1.142857	1.04676	1.18449
Rural, Metro adj	3	66.67%	1.5	1.39178	1.43331
Rural, nonadj	3	100.00%	1	0.92786	0.95554
Virginia border state/DC	93	73.12%	1.367647	1.22997	2.6589
Other US State	37	67.57%	1.48	1.33101	2.87734

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	42	40.48%	2.470588	2.42798	2.87734
30 to 34	69	71.01%	1.408163	1.20884	1.64
35 to 39	54	75.93%	1.317073	1.13065	2.7638
40 to 44	79	84.81%	1.179104	0.92786	1.39178
45 to 49	64	87.50%	1.142857	0.98109	1.33101
50 to 54	54	85.19%	1.173913	1.00775	2.46339
55 to 59	71	85.92%	1.163934	0.99918	1.35556
60 and Over	102	82.35%	1.214286	0.95554	1.43331

Source: Va. Healthcare Workforce Data Center

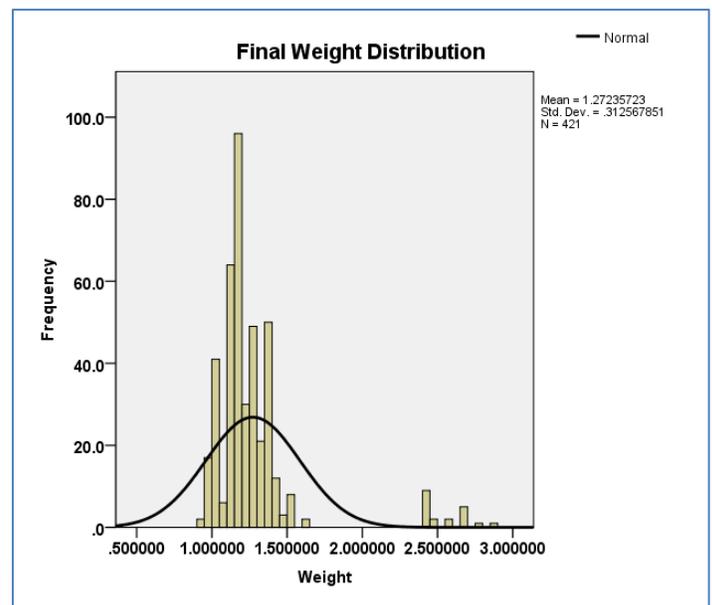
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

Overall Response Rate: 0.786916



Source: Va. Healthcare Workforce Data Center